**DATA ANALYSIS**

## Research Objectives

### Primary Research Objectives

To determine the nature of the relationship between character strengths and work engagement.

### Secondary Research Objective

To determine which character strengths, have the strongest effect on work engagement

### Tertiary Research Objective

To determine whether there are differences in the levels of work engagement concerning age.

## Research Hypotheses

### Primary Research Hypotheses

Hypothesis 1: There is a relationship between character strengths and work engagement.

### Secondary Research Hypotheses

Certain character strengths explain for a greater proportion of variance in work engagement than other character strengths in the current sample.

### Tertiary Research Hypotheses

There are differences in the level of Work Engagement with regards to age.

**DESCRIPTIVE STATISTICS- DEMOGRAPHIC BREAKDOWN OF SAMPLE**

**Revised Race**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
| Valid | African | 39 | 75.0 | 75.0 | 75.0 |
| White | 9 | 17.3 | 17.3 | 92.3 |
| Coloured | 2 | 3.8 | 3.8 | 96.1 |
| Indian | 1 | 1.9 | 1.9 | 98.0 |
| Other | 1 | 1.9 | 1.9 | 100.0 |
| Total | 52 | 100.0 | 100.0 |  |

**Age**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
| Valid | 23 years and younger | 3 | 5.8 | 5.8 | 5.8 |
| 24 - 39 years | 24 | 46.2 | 46.2 | 52.0 |
| 40 - 65 years | 25 | 48.1 | 48.1 | 100.0 |
|  | Total | 52 | 100 | 100 |  |

**Gender**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
| Valid | Female | 39 | 75.0 | 75.0 | 75.0 |
| Male | 10 | 19.2 | 19.2 | 94.2 |
| Prefer not to say | 3 | 5.8 | 5.8 | 100.0 |
|  | Total | 52 | 100.0 | 100.0 |  |

**Education Level**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
| Valid | Grade 12 | 8 | 15.4 | 15.4 | 15.4 |
| Higher Certificate / Diploma | 8 | 15.4 | 15.4 | 30.8 |
| Bachelor's Degree | 12 | 23.1 | 23.1 | 53.9 |
| Honour's Degree | 15 | 28.8 | 28.8 | 82.7 |
| Master's Degree | 8 | 15.4 | 15.4 | 98.1 |
| PhD | 1 | 1.9 | 1.9 | 100.0 |
|  | Total | 52 | 100.0 | 100.0 |  |

**Work Sector**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
| Valid | Formal Working Sector | 50 | 96.2 | 96.2 | 96.2 |
| Informal Working Sector | 1 | 1.9 | 1.9 | 98.1 |
| Missing system | 1 | 1.9 | 1.9 | 100.0 |
| Total | 52 | 100.0 | 100.0 |  |

**Employment type**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
| Valid | Permanent | 38 | 73.1 | 73.1 | 73.1 |
| Temporary | 5 | 9.6 | 9.6 | 82.7 |
| Fixed-term / Contract | 9 | 17.3 | 17.3 | 100.0 |
| Total | 52 | 100.0 | 100.0 |  |

**Years of Service**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
| Valid | 0 - 3 months | 2 | 3.8 | 3.8 | 3.8 |
| 3 months - 6 months | 1 | 1.9 | 1.9 | 5.7 |
| 6 months - 12 months | 6 | 11.5 | 11.5 | 17.2 |
| 1 - 2 years | 11 | 21.2 | 21.2 | 38.4 |
| 3 - 5 years | 6 | 11.5 | 11.5 | 49.9 |
| More than 5 years | 26 | 50.0 | 50.0 | 100.0 |
|  | Total | 52 | 100.00 | 100.00 |  |

**Descriptive Statistics- Scales**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Work Engagement Total | 52 | 1.11 | 7.00 | 5.0593 | 1.39940 |
| Vigour | 52 | 1.00 | 7.00 | 4.7885 | 1.63437 |
| Dedication | 52 | 1.33 | 7.00 | 5.3141 | 1.44983 |
| Absorption | 52 | 1.00 | 7.00 | 5.0801 | 1.47177 |
| Creativity | 52 | 2.33 | 7.00 | 5.3397 | .97124 |
| Curiosity | 52 | 3.67 | 7.00 | 5.5641 | .82588 |
| Judgement | 52 | 3.67 | 7.00 | 5.4936 | .78519 |
| Love of Learning | 52 | 4.00 | 7.00 | 5.7981 | .67506 |
| Perspective | 52 | 3.67 | 7.00 | 5.7147 | .73233 |
| Perseverance | 52 | 4.00 | 7.00 | 5.7692 | .74839 |
| Honesty | 52 | 4.67 | 7.00 | 6.0160 | .62819 |
| Zest | 52 | 3.00 | 7.00 | 5.4455 | .86238 |
| Love | 52 | 3.33 | 7.00 | 5.7147 | .85197 |
| Kindness | 52 | 4.00 | 7.00 | 5.8654 | .68682 |
| Fairness | 52 | 3.50 | 7.00 | 5.8365 | .82081 |
| Leadership | 52 | 3.67 | 7.00 | 5.8013 | .86888 |
| Forgiveness | 52 | 2.67 | 6.67 | 5.4679 | .83760 |
| Humility | 52 | 3.67 | 7.00 | 5.7853 | .74194 |
| Prudence | 52 | 3.67 | 7.00 | 5.5641 | .81057 |
| Self-Regulation | 52 | 3.67 | 7.00 | 5.6250 | .80634 |
| Appreciation of Beauty | 52 | 2.67 | 7.00 | 5.7692 | .86455 |
| Gratitude | 52 | 4.33 | 7.00 | 5.9231 | .66213 |
| Hope | 52 | 4.00 | 7.00 | 5.8494 | .76786 |
| Humour | 52 | 4.00 | 7.00 | 5.7628 | .78753 |
| Spirituality | 52 | 4.00 | 7.00 | 5.9551 | .78460 |
| Social Intelligence | 52 | 1.00 | 7.00 | 5.6058 | 1.01622 |
| Teamwork | 52 | 2.00 | 7.00 | 5.8173 | 1.02435 |
| Bravery | 52 | 2.67 | 7.00 | 5.4359 | .89184 |
| Valid N (listwise) | 52 |  |  |  |  |

**RELIABILITY ANALYSIS**

Reliability for Work Engagement

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .930 | 9 |

Reliability for Vigour

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .865 | 3 |

Reliability for Dedication

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .842 | 3 |

Reliability for Absorption

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .777 | 3 |

Creativity

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .732 | 3 |

Curiosity

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .644 | 3 |

Judgement

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .537 | 3 |

Love of Learning

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .645 | 3 |

Perspective

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .653 | 3 |

Bravery

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .812 | 3 |

Perseverance

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .666 | 3 |

Honesty

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .581 | 3 |

Zest

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .778 | 3 |

Love

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .812 | 3 |

Kindness

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .689 | 3 |

FAIRNESS

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .599 | 3 |

Leadership

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .804 | 3 |

Forgiveness

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .732 | 3 |

Humility

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .708 | 3 |

Prudence

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .792 | 3 |

Self-Regulation

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .700 | 3 |

Appreciation of Beauty

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .794 | 3 |

Gratitude

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .644 | 3 |

Hope

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .707 | 3 |

HUMOUR

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .806 | 3 |

Spirituality

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .746 | 3 |

Social Intelligence

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .666 | 2 |

Teamwork

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .689 | 2 |

**Research Objective 1 -**

To determine the nature of the relationship between character strengths and work engagement.

* Statistical Analysis – Correlation Table in the SPSS Output. The first four columns are important for this question i.e. Correlations between the strengths, WE and its 3 sub dimensions

**Research Objective 2 -**

To determine which character strengths, have the strongest effect on work engagement

* Statistical Analysis – Regression analysis for work engagement total and for each sub dimension of work engagement.

**Research Objective 3 -**

To determine whether there are differences in the levels of work engagement concerning age.

* Statistical Analysis – ANOVA table in the SPSS output (*There are significant differences in WE with regard to age*)